Food Servers Relish Union Win

by Modern Times Staff

Two sets of impounded employee ballots were opened at the Southern Connecticut State College dining room on September 12, at 4:30 p.m., culminating a nearly year-long Union campaign to organize the dining room employees. The election marked a 64-8 victory for Local 217, Hotel & Restaurant Employees Union, AFL-CIO. Local 217 will now represent the dining room employees at SCSC, who work for the Philadelphia-based catering firm, ARA Services, Inc. The organizing drive, which produced the successful election, has produced a series of complex proceedings and precedent-setting rulings by the Connecticut State Board of Labor Relations.

Local 217 Secretary-Treasurer John Wilhelm stated that the Labor Board's rulings are "an important affirmation of the principle...that young workers, and students who are workers, have the right to Unionize like anybody else." That principle had been challenged by ARA, and by other food service employers, in proceedings before the State Labor Board. As a result of delays caused by these proceedings, the Labor Board ordered balloting among the employees to be held last May 15, in order to give them a chance to vote before the summer school shutdown. The ballots were impounded until the Board could make its final rulings, which were issued August 22.

About 120 employees were involved in two separate bargaining units. About 40 are non-student workers who work 20 hours per week or more, and another 80 are part-time student employees, mostly Southern Connecticut students, who work less than 20 hours per week.

The company, through the Baltimore law firm of Shawe & Rosenthal, argued first, in Labor Board hearings last April, in New Haven's City Hall that the Board lacked jurisdiction in the matter. Basically, the company's argument was that state employees do not have collective bargaining rights, and that the ARA operations are so closely connected with the State College that the company's employees should also be denied collective bargaining rights

Landmark Ruling

The Board ruled, in a unanimous decision issued May 3, that the ARA employees do have collective bargaining rights under the Connecticut State Labor Relations Act, as had been argued by Union counsel Norman Zolot of Hamden. The Board said in its decision, "We do not think independent contractors with the State were meant to be exempted from the Act only the State itself and its political subdivisions. The only question then is whether employees in the units sought are employees of the State or of the Company. We think the evidence leaves this

See Union, Page 6.

Nick Heyer

Students and full-time employees at the Southern Connecticut State College Cafeteria have worked side by side for years. They now have unionized together in a vote filled with important precedents. Left to right are: Genie Zichichi, Giovanelli and Susan Enea.

MODERN TIMES

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Vol. V., No.8 New Haven Oct. 1-15, '74

Law Firm Founded to Fight Sex Discrimination

"Connecticut now has its first public interest law firm dedicated to education and litigation in the area of sex discrimination," declared Ms. Judith Maynes at the opening of offices for the Connecticut Women's Educational and Legal Fund, Inc. (CWEALF) at 33 Whitney Avenue in New Haven. Ms. Maynes is President of the Board of CWEALF, which established the new civil rights group with the help of a grant from the New Haven Foundation.

According to Ms. Maynes, the idea for CWEALF emerged in the spring of 1973, after a group of feminists, many of them attorneys, successfully gained passage of a state law that prohibits discrimination on the basis of sex or marital status in the extension of credit. "Those of us who worked on the credit bill had also personally experienced or had heard personal experiences of of sex discrimination in many other areas of society, such as employment, education, health care and public accommodations," Ms. Maynes continued, "and so we came to realize the need for an ongoing organization like CWEALF to work daily to eliminate the pervasive sex discriminatory practices in our state."

The Board of CWEALF has appointed an Executive Director, Ann Hill, and an Associate Director, Susan Meredith to carry out CWEALF's goals. A third staff member, Nidia Torres, serves as Office Manager for the group. CWEALF's staff reflects a varied backround in working for the rights of women and other minority groups.

The Executive Director, Ann Hill, is a New Haven attorney who has considerable knowledge and experience in the areas of employment and welfare law. She served as co-counsel with several other women attorneys for Women vs. Connecticut, a women's organization interested in health care for women.

Susan Meredith, Associate Director, has come to New Haven from Boston where she played an important part in organizing women who work for the City of Boston to fight sex discrimination by the City. Before and while attending law school in the Boston area, she directed a foundation-funded study of the employment of women in municipal government.

Nidia Torres, the Office Manager, worked previously for the Hill Health Center and New Haven Legal Assistance and is bilingual in Spanish and English.

See Law, Page 5.

Nick Heyer

The Connecticut Women's Educational and Legal Fund Inc. opened its doors last Friday afternoon. Greeting people at the reception were its three staff members: Ann C. Hill, executive director; Susan Meredith, associate director; and Nidia Torres, office manager.

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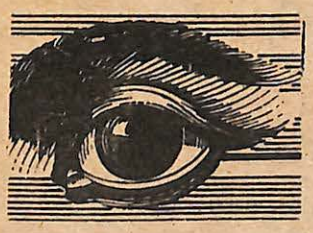

eye on the board

Water Co. Takeover-Will It Wash?

by Andrew Esposito
Modern Times Staff

During its September meeting the Board of Aldermen took a first faltering step toward city acquisition of the New Haven Water Company(NHWC). It approved an 18-month feasibility study of New Haven's buying the water facility.

Under terms of the 1902 contract between the city and tne NHWC, the municipality has the option, every 25 years, of purchasing the company. And 1977 is the next year in which the city must indicate its choice of whether or not to buy the utility. To this end, Alderman Frank Logue(D-18) has sponsored a bill to study city takeover.

Land Use Cited

In offering his proposal, Logue pointed out that because of new water purification methods, the vast acres of land previously needed for water filtration could now be used for other purposes. The 16,000 acres which would be acquired if the city controlled the water company could be used for athletic fields, picnic areas, parks, and open spaces to enrich city life.

The 18th ward alderman pointed out that public ownership of the local water company is not new or, indeed, a very radical idea. Such public ownership is the rule, not the exception, in the western part of the United States. It also might be mentioned, that inasmuch as the option for city ownership has existed since 1902, it is not a very new proposal in Connecticut either.

Thus, all factors clearly indicate the desirability of municipalization of the NHWC. The land would be useful to the citizens of New Haven, the rates for water could be lowered, and public ownership has been around for a long time.

Aldermanic Foul-up

However,when we turn our attention toward how the feasibility study is to be conducted; the sunny version of a municipality owned water company becomes cloudy. Logue proposed a study group of himself, Alderwoman Rosalind Berman (R-29), former city supervisor Dennis Rezendes, Malley Company head Harold Welch, and Yale economist James Tobin.

In his presentation Logue stressed the importance of having the study conducted by a group of "experts". He stated that such a panel would supply the information needed, by the aldermen, to rule on municipalization of the NHWC.

The proposed committee was immediately attacked by the Democratic regulars. Edward Piazza(D-15) lashed out at Logue for trying to grab Aldermanic President Vincent Mauro's(D-3) privilege of appointing the study group members. Additionally, Piazza stated that to appoint a panel composed of non-aldermen was to relinquish the board's legislative powers.

Position Not Justified

The position of the board regulars, as uttered by Piazza,doesn't hold water. Under Logue's proposal the board would still have the final say. The appropiate aldermanic committees would still hold public hearings. And, in the final stages, the whole board would vote on the proposal. So, it is very difficult to understand how the proposed advisory group would usurp the aldermen's legislative power

On the contrary, as has been recently demonstrated in city after city, an expert assessment of municipalization is all to the good. The prime example of such expert analysis is Massena N.Y., where they recently took over their electric utility from the giant Niagra Mohawk Power Company. The same consultants, who advised that upstate New York community are now studying the possbility of neighboring Wallingford municipalization its gas utility.

In both communities, the local legislatures and citizens have the final say. Yet, because of the use of knowlegable consultants, the people of those communities can make their judgements based upon facts-not guesswork.

It is not too late for New Haven to acquire the needed expertise for a solid feasibility study. Aldermanic President Mauro has yet to appoint the study group. He can, if he wishes, appoint knowledgeable people--not act on political expediency and appoint an all aldermanic group. Time will tell if Mauro is willing to rise above partisan politics to help insure New Haven's future.

Nick Heyer

Will the Board of Aldermen do anything about the UI?

days gone by

Saturday Afternoon Thrills

By Ed Linehan

Do you remember when your mother gave you a quarter or 50 cents on a Saturday so you could go to the neighborhood movie theater? Or maybe you and a friend collected empty soda bottles for the two cent and nickel deposit, until you had enough money for your tickets and a box of popcorn. Well, look around! Not only are returnable bottles a thing of the past, but so are neighborhood theaters!

In the middle 1950's there was something special about going to the Dreamland theater on Grand Avenue. It would be packed with two or three hundred screaming kids jumping up and down and running in the aisles. When the film started, a great cheer would go up. At just about that point, in the now darkened theater, someone would invariably sneak a few of their friends in through one of the fire exits. The ushers, if any, would make a feeble attempt to stop the gatecrashers and only on the rarest occasion was anyone caught.

The double feature, plus cartoons and episode 26 of the BATMAN serial, could always be counted on to provide a mixture of excitement, horror, comedy and suspense. There were many times that kids ran home after seeing films like '13 Ghosts', 'King Kong', or 'The Mysterions', half-sure that they were being chased! If you wanted romance, you only had to watch any of the half dozen 'older' couples in full embrace, completely missing the plot of the movie, and coming up only occasionally to comb their hair.

Cheap Safe Entertainment

It didn't make any difference that many of the films were so old that they broke two or three times during the showing; or that many of the chairs were torn and uncomfortable. Of course the restrooms were a 'no-man's land', to be used only in the utmost emergency. Nor was it a problem that the only air-conditioning happened when someone thought it would be fun to share his cup of coke by flinging it out in front of him; or that the floor had an inch or candy, popcorn, and soda built up on it. Somehow all of this was fun! Everyone knew what to expect at matinees at the Dreamland and other theaters like it all across the city. Parents felt good because their kids liked it, it was cheap, and it was only a few blocks away from home. The only people who went crazy were the projectionist and the theater owner

By the mid-50's, television was already taking the movie audience away. As the theaters became older and in need or more and more repair, it became unprofitable to continue. Particularly with more people getting color television and the attractive quality of children's programming since the early 1960's.

The Howard Theater, toward City Point, is one example. It stopped showing films about 1963. It was converted into a bowling alley which lasted for seven years. It then became a roller skating rink which never caught on with the kids. And finally it spent its last few years as a nightclub. This turnover of functions was punctuated with a series of fires. At present the old Howard theater is not being used for recreation, and plans for future use are unlikely. Other theaters have been torn down, with banks and other businesses replacing them. Most recently lost was the Westville Theater on Whalley Avenue.

Porno Flicks and Money

Some of the small neighborhood theaters that have survived were able to do so by changing the audience they were appealing to. They have filled the gap between more liberal social values, which allow adults to see sexually explicit films, and television, which so far cannot control who or what age its audience is. The Princess, Lawrence, and Crown theaters are a few of the many which show 'X' and 'R' rated films exclusively, and make quite a profit doing so.

Today if you decide you want to see a movie, you can generally expect to drive there. Most are situated either downtown or along the highways. Super Theater, Cinemas 1-2-3-4-5, is centrally located on I-95 between New Haven and Bridgeport to attract people from both cities. For three or four dollars you can see any one of five movies playing there. What a jump in price and change in how much you see since the 1950's. Generally a better bargain are the few smaller theaters in and around New Haven. There actually are theaters that still show two films for the price of one admission! Of course there's always the Drive-In, but that's a completely different experience. Besides who goes to the drive-in to see the movie!

Nick Heyer

This was the Howard Theatre. Since then, it has been a bowling alley restaurant and is now for sale.

brass tacks

President Ford Wants A Pardon From Us All

The views contained in this column are those of the writer and do not necessarily represent the opinions of Modern Times.

by Mike F. Holodnak

When President Gerald Ford pardoned Nixon for his long list of crimes in public office, I, for one, was very pleased. Of course, since Ford is fully aware that crimes are *inherent in the* office of the presidency, his major motive for the pardon was self-preservation. But I'm sure compassion also played a big part in it.

Man's compassion for his fellow man is a common human trait embedded in man from his very early beginnings when the survival of the whole human race depended on personal human cooperation as well as on honesty. Therefore, to see human compassion - no matter how lopsided - surface in high places, it sure is a welcome sight for sore eyes.

This may also be helpful in stimulating many millions of Americans into asking some very pertinent questions. Like for example: If such a big crook could be so easily pardoned, how come there are 600,000 American citizens sitting behind bars, many of whom had committed far less serious offenses?

Questions like that could easily lead the American people into discovering that, with the Corporate Monopolies controlling the government, it is physically impossible to have justice for all or to have honesty in high places. The only politicians who can get financed into high positions are those who serve the Monopolies with the most dedication. This means that in or order to stay in office, they must bamboozle the American people with deceits, half-truths and outright lies. Yet, though the system is rigged to reward *dishonesty*, there are still more honest people in this country than there are dishonest ones.

Find Honest System

Look at all the millions of workers who keep earning an honest living year after year, even under the most adverse conditions, till they become disabled, die or retire. So it's not a question of finding an honest person to run for public office. It's a question of finding an *honest system* that will give an honest person the opportunity to run for office.

Wouldn't the system be more honest if it were governed by the American people? Workplaces are already governed by workers who work in them, but not to their benefit. Instead, through rigged laws, management is given the authority to do illegal things legally so that the workplaces are operated for the benefit of only the outside profiteers who never work. These same profiteers control the U.S. Security Council which controls the foreign policy as well as every action of the President.

The foreign policy, of course, revolves around the defense of these profiteers' financial interests in other countries at a cost to us taxpayers of over 100 billion dollars per year. This means that the CIA, with its unlimited financing, overthrows whichever government is not favorable to big business (especially the less industrial governments). Then, whenever these propped-up dictatorships begin to show signs of moving toward getting a better deal for their hungry people, the CIA simply engineers more coups, and puts in other friendly puppets.

Sacred Cows

This is one of the major reasons why every President that resides in the White House must lie. If he told the American people the truth, that the 100 billion dollars per year was for the defense of corporate interests around the world rather than for national defense, the American people would never allow it. On top of that, this gigantic so-called defense budget, plus the profiteers' criminally high profits, are the main causes of inflation. Yet, in the eyes of the President, they are sacred cows exempt from any budget cuts.

The only cuts the corporations will allow the President to make are in the poverty and other domestic programs that would have helped the people, the cities and the country as a whole, had they not always been suffering from an acute attack of "lack of funds".

Naturally the President will again be asking all working people to tighten their belts, make all the sacrifices and bear all the pain by "biting the bullet."

But, in the meantime, the criminal corporations, *who are the cause of inflation,* will not only go scot free but will continue to take in their incredibly huge profits which will cause them no pain at all.

Fortunately for this country, so much truth has already leaked out that the steady stream of brain-washing directed at the American people is rapidly losing its ability to confuse the people. The American people are not a bunch of dummies. Given all the information, they will make the right decisions.

One of these days the American people may suddenly get together and decide that they have had enough of being swindled, and they may demand that the system be revamped and rigged to reward *honesty*. Then perhaps we may someday see not only compassion but also morality being discussed in high places.

Community Calendar

Until Oct 31-ART EXHIBIT. Sponsored by the New Haven Public Library:Main Branch-Judy Cimalia,drawings,Pamela La Rigina-Pen and Ink Chapel Branch: Alberta Pryor- Oil and Mixed Meida; Mitchell Branch:Joan Killion-Collagraph Prints and Assemblages.

Oct. 2,Wed. **SOUTH EAST ASIA TODAY.** A first hand look by Russell Johnson of the American Friends Service Comm. at the First Unitarian Universalist Society, 608 Whitney Ave. 8pm. Phone :562-4410

Oct. 9,Wed. **THE SHAPE OF THE DAY FOR PRESCHOOLERS.**One of the many workshops at the Teacher's Center,425 College St. Call 776-5987. 7:30 pm.

Beginning Oct. 16, Wed. **BI-LINGUAL CLASSES IN PRE-NATAL CARE** . Classes will be offered in both Spanish and English at the Hill Health Center, 428 Columbus Ave. Wednesday's class will be held from 3-5pm. For more information call 436-3734 or 432-4605.

Nov.1-3 **BLACK EXPO '74.**An economic-educational exposition to be held at the New Haven Armory, noon to 10 pm. For more info, contact Jimmy Jones, Program Director, 140 Goffe St. 777-3661.

The first Annual New Haven Festival of Arts and Politics will be held at the Center Church on the Green on the weekend of Oct.11th through Oct.13th. The events:

Oct. 11 Fri. **AIM-MODERN TIMES FORUM PRESENTS "RADICAL VOICES IN AMERICAN LITERATURE".** Maxwell Geismar(teacher and author) and Grace Paley(activist and author)presiding. Also, Bill Burdon, singer and a dramatic reading. Undercrift of the United Church on the Green, New Haven, 8pm, Donation $1.50.

Oct. 12,Sat. 10am."Towards the Marxist Approach to the Arts",Peter O'Connell.
11am.Workshops:Marxist Aesthetics
1pm. Films from the Revolutionary in Cuba and Soviet Union.
3pm. "The Arts in the Soviet Union-1917-1921. Liz Henderson.
3:30 pm.Workshop-Art in a Revolutionary Period.
4:30 pm. Billy Horwitz-Folksinger
7:15pm.Premiere of 3 Steps Back 2 Forward or 3 Steps Forward 2 Back- Dance by Joan Stone.BARKING ROOSTER THEATRE in Not Afraid of Falling. $2.00 donation.

Oct.13,Sun. 12:30pm.-BARKING ROOSTER THEATRE'. in the Singing Cricket.
1pm.-Short Political Films by New Haven Filmakers.
2:15pm.- New Haven Street and Children's Theatre.
3pm.-Poetry Reading-Denise Levertov-Evelin Doob and Alice Mattison
4pm.-"Architecture and Corporate Capitalism" Harris Stone
4:30 pm.-Workshop:Art in a Non—Revolutionary Period."
5:30pm.-Pot-Luck Supper-bring food.
7pm.- General discussion of the Festival and its future.

All the events of Saturday and Sunday will be held in the Center Church Parish House, 311 Temple St. New Haven. The admission charge for daytime events will be $1.
There will also be exhibits of photographs, Books, Paintings and Posters.

Oct.13, Sun. A dance at the West Haven Community House,227 Elm St West Haven featuring Bev Grant and the Human Condition. Donation $2. For further info call 624-3674.

AFL·CIO Endorses Conn. Demos.

Nick Heyer

The entire Connecticut Democratic Slate headed by Ella Grasso was recently endorsed by the State AFL-CIO Council. The endorsement was made Friday by the AFL-CIO State Convention held at the Park Plaza.

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MODERN TIMES

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MODERN TIMES welcomes all comments and letters to the editors.

MODERN TIMES is published by the American Independent Movement (AIM) as its political organ. Work on MODERN TIMES is done by volunteers, both members and non-members of AIM. The political views of AIM are given in the editorial. We encourage contributions from the New Haven community in the form of articles and letters.

MODERN TIMES is a paper to tell the story of and by the people of New Haven. We don't get this kind of news from profit-making commercial papers. There is no place else in New Haven where the problems of working men and women are told by them instead of their bosses. There is no place else where the problems of employment and education, and housing and health care are told by the people who have to live with them.

This is the richest country in the world. Yet most of the wealth is used only by a few. We must all work together to claim the wealth we all helped to create. There would be no need to strike for paltry raises, waste our resources and labor on missiles and bombs, or waste the lives of our young men in wars like Vietnam. We would produce what we need, not what is profitable.

The American Independent Movement has been working since 1966 to get people together against the vested interests that run New Haven and the whole country. We want everyone to have good housing, good education, child care centers, recreation areas, decent health care, and decent jobs.

STAFF:
Gary Benenson, Matt Borenstein, Ed Breuler, Lillian Dimow, Joelle Dominski, Andy Esposito, Sam Goodwin, Barbara Greenwood, Stanley Heller, Liz Henderson, Nick Heyer, Mike Holodnak, Karl Lechow, Alice Mick, Steve Mick, Patti Miller, Lee Nordlicht, Laurie Nussdorfer, Renee Poirier, Peter O'Connell, Ruth Resnick, Tish Villecco, Henry Tamarin, Karen Wolff, Rick Wolff, Richard Linke.

Women's Writing Gains Recognition

review

by Doris Werner

American Vioces, American Women. New York: Avon Books, 1973. Edited by Lee R. Edwards and Arlyn Diamond.

American Voices, American Women, edited by Lee R. Edwards and Arlyn Diamond, attempts to remedy one of the gaps in American literature with a collection of fiction by women which draws attention to the importance of the writing of women to a complete picture of American fiction. The stories span a time of awakening social consciousness, from 1863 to 1929.

American literature has seemed to be, until the last few years, principally the product of white, upper-class males, with perhaps a few poems by Emily Dickenson thrown in, almost as a token. But a truly American literature must include the concerns of all Americans, not just Harvard and Yale graduates. A truly American literature should include the writing of women (who are, after all, half of the human race), cultural and racial minorities, and working class people. The lack won't really be corrected until public school American literature text books are really representative of the thoughts and concerns of all the people. Then our children will be able to read more stories and poems that are significant to their experience and the lives of their own people.

In the meantime a collection like this one by Edwards and Diamond is a useful supplement. The writing style of the stories varies greatly, from the spare style of Susan Keating Glaspell in 'A Jury of Her Peers', to Harriet Prescott Spofford's lush descriptions in 'The Amber Gods'. But even though the style of some of the stories is more appealing than that of others, the stories in the collection deal with themes that concerned women at the time the stories were written, and are equally important to modern readers. Some of the themes are the problem of combining work with marriage and family, and the problem of powerlessness (in marriage and in the larger world) and how it can be overcome.

Reconciling Work With Marriage

Two stories which deal with the attempts of gifted women to combine the development of their talent with marriage are Elizabeth Stuart Phelps' The Story of Avis and Mary Hunter Austins' A Woman of Genius, both excerpted from book-length works. Avis, a painter, and Olivia, an actress, find that the disapproval of society and the behavior of their husbands makes their work difficult, nearly impossible. The women feel guilty if they work because they are neglecting family obligations, but they are restless and unhappy if they do not use their abilities. Avis virtually gives up her painting to devote herself to her family and her husband's career; when he leaves her, she returns to palette and easel, but the care of her children and home seem to have leeched away "the blood of her soul".

Olivia, "the woman of genius", discovers her acting talent almost by accident after her marriage and the death of her child. After acting in a small-town theatrical production, she is invited to act in another town, and eventually is asked to join a professional company. To do so, she leaves her husband who is tied to his job in a clothing store; she regrets that she must choose between satisfying work and being with her husband. Although she returns when she is free, her husband begins seeing another woman while she is away. Some time later, her husband fights a man who is making ribald jokes about the situation and dies as a result. The interest in the novel is on Olivia's feelings and her attempt to reconcile work with marriage. There are no easy solutions to her problems, but she handles them with courage and an independent spirit.

Stories that show women overcoming their powerlessness include Susan Keating Glaspell's "A jury of Her Peers", in which two country women, sorting the belongings of a woman accused of murdering her husband, conclude that she did strangle him, but that he deserved it, and withhold the evidence from the sheriff(the husband of one of the women), in effect deciding as a "jury of her peers" that it was justifiable homicide and acquitting her. The best known story in Edward's and Diamond's collection is probally "The Revolt of 'Mother'." It tells how a farm woman used to putting the needs of everyone else before her own, "revolts" when her husband builds a new barn instead of a long-promised house. In his absence, she moves the furniture and household into the barn and houses the cows in their old house. By taking direct action, "Mother" negates her powerlessness and persuades her well-meaning but thoughtless husband to convert the barn into a new home for the family.

Direct Action Better Than Talk

A story of particular significance is Dorothy Canfield Fisher's "A Drop in the Bucket" which describes the awakening of social consciousness in an elderly unmarried woman who had always been proud that she was a "lady". Her tenant, a shoemaker, gives her books about social injustice and encourages her to contribute aid to the poor. Instead she takes direct action, goes to the city and returns to her small town with a widow and her two children. Her new awareness of the suffering and poverty in the world outside her town make her bitterly frustrated that she is unable to help more than a few people. After their mother dies, she raises the children and thinks that she ought not to be so happy with them when many people are miserable. She especially regrets that the mother and father, both dead of tuberculosis, were not able to enjoy their own children. Fisher thus tells her readers that it is better to do something, even if it is only a "drop in the bucket", than to talk social justice and remain personally uninvolved like the shoemaker or to do nothing at all like the rest of the townspeople.

New Credit Union Boosts Women's Financial Power

by Women's Credit Union

"The women's movement is heading into an economic phase, and out of the primarily cultural phase of the movement so far."

In New Haven evidence of that economic phase appeared some months ago. Women's Health Services, Inc. is raising $20,000 to open a women's clinic. Several other groups are finding that large sums of money are necessary tools for achieving their goals. Traditional sources of money from bank loans to foundation grants are being explored. It is imperative, however, that non-traditional sources be explored as well, to insure maximum freedom from outside constraints, to increase women's control and competence over money, and to recycle money *within the Movement.* One possibility is a credit union.

On August 26, Women's Equality Day, the Connecticut Feminist Federal Credit Union opened its doors at 170 York Street, near Chapel. It is now accepting savings from women (and men) who belong to one of four participating groups: New Haven Women's Liberation Center, Black Women United in Struggle, Women's Political Caucus and the National Organization of Women (NOW). Applications for these organizations are available at the credit union office (777-6339 and 777-6330).

A credit union is a non-profit savings and loan cooperative operated by a group of people with a common bond--in this case, the women's movement. Shares will be sold, probably costing $5 each. These savers' shares will earn around 5% which is competitive with commercial savings and loan rates. Credit unions are federally chartered and savers' money is insured up to $20,000 for each person.

Borrowers will pay 1% per month on the unpaid balance or 12% per year. This also corresponds to commercial rates and is considerably lower than the 18% charged by quick loan businesses and revolving credit plans. It is in the 7% difference between the 12% coming into the credit union from borrowers and the 5% going out to the savers that the credit union has room to maneuver. Expenses, including the salaries of three women, will take a decreasing percentage of this 7% as the credit union grows. The builk of the 7% will be used as loans to both individual women and to women's collective projects and services; as the credit union grows and gains stability, it may be possible to make some high risk loans, make some loans payable without interest, or simply make outright grants.

Why A Credit Union?

There are several practical reasons. It is easy to set up, does not require gifts of money, is self-sustaining financially, and is responsible to a wide base of members, all of whom may, if they wish, determine the allocations of funds. It will establish a credit rating for women which makes everything from telephone and utility deposits to car insurance easier to handle.

Once the credit union is fully established, it could well expand itself as a financial resource center. A foundation or trust fund (necessarily based on gifts of money) is a possible area for development. Grant demystification classes or services should be offered. The possibility of assigning the interest paid on one's savings to a favorite project, like abortion-referral or rape crisis or the women's center, may be an early possibility if the members desire.

The Feminist Federal Credit Union of Detroit, similar to the one described above, has raised a third of one million dollars in less than one year of operation. Their loan record is impressive with 99.4% of loans repaid on time. The New Haven Credit Union is closely modeled on the Detroit Credit Union and will be making similar kinds of loans, for example:

You will not be discriminated against if:
--you need less than $500, the usual bank minimum.
-you are single or married, separated, divorced or widowed.
-your income is from A.D.C., alimony or social security.
-you need money for legal expenses like divorce, medical expenses for abortion or psychiatric care.
-you have never borrowed money before.
-your spouse has or had a poor credit rating.
-you can't get credit anywhere else.

What will count is your ability and willingness to repay and what your friends and relatives say about your reliability.

Call us at 777-6330 or 777-6339 for a brochure. Hours: 10-4:30, Thursdays to 7, Saturdays 11-1.

Nick Heyer

Storefront of the Women's Credit Union at 170 York St.

editorial

Women's Future--Is It Really Bright

American women are the victims of caste status. Women occupy a lower economic and social position than the men of their class. A woman with a college education earns just a little over half,$7,930, of what a male college graduate earns,$13,320.

American women are trained and groomed from birth for their unpaid labor in the home and in childcare. Most working women today do two jobs while men do one. They compete in the marketplace with disadvantageds of poor preparation, sex-discrimination, and the task of doing two jobs at once. It is no wonder that with such disadvantages women are still concentrated in low paid careers that reflect their training as men's helpers. Fifty per cent of women are clerical workers, whereas less than 5% are managers.

The movement for women's liberation has made some significant changes for the priviledged women. Since 1960, there has been an increase in the percentage of women who earn $25,000 a year or more. These are usually women with superior education, who have the means to hire other women to do their childcare and home-care duties.

For the mass of women the economic situation has deteriorated. According to the U.S. Bureau of the Census, the gap between men's and women's salaries has increased 3 percentage points since 1971.

Why have things changed for the worse? How could they be changed to achieve equality for women?

Our society is built on profit. People build things, do things, because they can make money at it. People's needs count only if one can make a profit from them. The government basically serves the needs of rich who pay for their electoral campaigns. There's no money in the things that women need for equality.

For the majority of women to have the chance to earn and live as the equals of men there would have to be:

1) Free, quality, paid job training and job placement.
2) Severe penalties for sex-discrimination.
3) Disability and time off for pregnacy and child birth.
4) Free quality parent-teacher controlled daycare.
5) Free quality parent-teacher and later pupil-teacher controlled education from pre-school through graduate school.
6) Subsidized programs in the mediastressing women's history and women's contribution to our present society.

Our government allows a small group of exceptional and priviledged women to earn enough, to gain relative equality and enter the ranks of the upper classes through their own earnings. However, it would take a government with the purpose and policy of filling its people's needs to spend money, to implement the programs that could begin to increase an equal role for women.

The only kind of government to do this is a socialist government which spends according to need, not profit.

A Place Just for Women

Nick Heyer

The Women's Center in the basement of 215 Park St. is a place for Women to be themselves.

Women's Center Staff

What is the Women's Center? What brings women to the Center? We come here to have a place that is ours, where we can talk over the experiences of being a woman in our society. We come through crises in our lives like divorce and separation, feeling alone and confused. Often, we learn what changes can be made in the health care given us, since as women we are frequently involved in issues around health. We also meet to share our poetry. We are proud to be women.

The Women's Center is to be found in two large rooms in the basement of 215 Park Street between Edgewood and Chapel Sts. During the day, the Center is a meeting place where women can drop-in to scan the bulletin boards for events, learn about the groups working on women's liberation, or relax and read one of the feminist's publications from around the country. Staffers there are glad to offer any information and welcome newcomers. During the evenings, the rooms hold meetings on women's issues from rape to poetry. There are special events offered to all women in the community as well as regular sessions of the smaller project groups.

At the Center women are considered important regardless of any of the barriers set up between us of age, color or life-style . Here women work together, gaining support and strength to make the choices and changes in their lives and society.

Counseling Offered

Numerous projects and services have been undertaken by women at the Center around special needs and interests. A list of recommended therapists and doctors have been compiled. Divorce, personal and gay counseling are offered on request, as well as pregnancy testing and abortion referral. Consciousness-raising groups are continually formed.

A pledge system, with voluntary monthly payments, keeps the Center staffed by two part-time people who cover the hours 10-4 most weekdays. Volunteers take evening hours, part-time.

Women are welcome to come in or call 436-0272 anytime,where your message will be taken for us.

Boy's Club Invites Girls In

By Edward Breuler
Modern Times Staff

On May 19, 1906, in the city of Boston, a group of people started an organization to stimulate the mental, physical, and emotional needs of the male human being. Known as the Federated Boys Clubs (later changed to Boys Clubs of America) its goals were centered around the preservation of the male in our society.

It dealt with boys between the ages of seven and 18 and offered them recreational activities to keep them off the streets. In 1973, there were 860 boys clubs in the United States catering to 850,000 boys. In 1973, one boys club decided to change its policy and open its doors to girls.

First Program for Girls

The Albie Booth Memorial Boys Club at 103 Hallock Ave., New Haven, was one of the first if not the only boys club to institute a program designed for girls.

At first the girls started hanging around outside the building. Mark O'Brien, assistant program director, noticed the congregation and invited them in on a one day a week basis. Word spread and soon 20-30 girls were showing an interest in the fully equipped library, gymnasium, and swimming pool. So an additional day was added to compensate for the demand. A total of 100-150 girls took advantage of the program on a full time basis.

Nick Heyer

The Albie Booth Memorial Boys Club is located at 103 Hallock Ave.

The New Haven Boys Club has indeed reached a milestone in its operation. Cooking classes, computer workshops, photography classes, small rap sessions and youth in Government are now open to both boys and girls.

Opposition from National Headquarters

A definite increase in popularity and attendance was not enough to counter the opposition of the Boys Clubs of America. The National Boys Clubs headquarters in New York told the Albie Booth Boys Club--no more girls. Thus, the new co-ed program was cut off in its earliest stages.

The Boys Club of New Haven is financed by its alumni, parents and the United Way. The alumni have opposed the new program.

Despite the crushing blows to the program, Mark O'Brien and others on the staff insist that there is a need to provide girls with the same programs boys have. They vow not to give up the fight. Not until the goal of preserving the male in society has been changed to the goal of men and women working together in society and receiving equal opportunities.

Natural Right

The Albie Booth Memorial Boys Club has found what so many other 'traditional' groups have found--that women have the natural right to equal opportunity. They have been able to bring that natural right half way in their attempts to give a full program to girls.

In any progressive struggle, it is a hard fight knocking down the stone walls of Jericho, but remember--Samson was once young.

Sex Bias Enemy of New Law Firm

continued from page 1

Network for Referrals

"Our immediate priority is raising funds for projects already under consideration by our Board in the areas of education, health care, insurance, and family law," stated Ms. Hill. "But this has not precluded us so far from receiving individual inquiries and complaints concerning sex discrimination, although our level of funding in the first year and our staff size limits the number of such individual cases we can handle. We hope to develop a network of educators and attorneys throughout the State who are interested and involved in problems of sex discrimination to whom we can make appropriate referrals. We also hope to serve as a clearinghouse and coordinating agency for public education and litigation on matters of sex discrimination."

According to Ms. Hill, CWEALF plans to work in conjunction with state and private anti-discrimination organizations to disseminate educational materials, increase media coverage and address special interest groups. CWEALF also plans to offer technical assistance to employers in the New Haven area who request it and to other groups involved in the movement for equality of rights between the sexes.

How Women Were Made to Work for Less

This is the first part of a two part series examining the history of women in labor.

by Susan Bucknell

American society would not survive today without the work women do at home and in the labor force. In paying tribute to women's work, we need to remember that besides the work of childrearing, women have made a contribution to industry from the beginning of this country's development.

Two things stand out. Firstly, women once played an important role in skilled crafts. Secondly, when men and women were forced to sell their labor for wages, employers used women only for the least skilled and lowest paying jobs.

Factories in the Kitchen

Before the factory system was established women spun and wove yarn in their own homes. They were craftswomen--they were skilled; they provided their own material and sold their own product. In the 1790s, women were part of a "vast scene of household manufacturing in the Northern and Southern States. Women produced huge amounts of coarse cloths, coatings, flannels, linsey-woolseys," and many other types of cloth for their families and for sale.

Women and Children First

In the early 1800s, women and young girls provided the labor for the first cotton mills in New England. Spinning was women's work; men were needed on the farms.

The early cotton mills were places of opportunity. The daughters of even wealthy farmers flocked to the mills, seeking independence, sophistication and fortune. One young girl, reflecting on her experience in the Lowell mills, wrote: For twenty years or so, Lowell might have been looked upon as a rather select industry school for young people...(The girls) had come to work with their hands, but... their mental activity was over flowing at every possible outlet.

The Lowell mill girls wrote novels, held discussion groups and were often caught reading at their machines.

Women Took Part in Early Strikes

Opportunity was soon overcome by profit. Speed up, low wages and long hours became common. The girls worked from 12½ to 15 or 16 hours a day, in air heavy with cotton dust. The wages ranged from $1 to $3 per week. And out of these wages, the girls had to pay $1.50 to $1.75 for board in company-owned boarding houses, where the conditions were unhealthy.

The mill girls joined together to strike against these conditions. In 1834, during one such strike in Lowell, Mass., one young woman, when fired from her job, tossed her "poke-bonnet" in the yard as a signal calling her sisters to leave their looms. They left. And one of them then climbed the town pump and made "a flaming .... speech on the rights of women and the iniquities of the 'monied aristocracy'".

Industrialization and Women's Work

The factory system made it possible for employers to change the conditions of women's work. Early industrialists, with money, had the power to reorganize the way in which people worked. It was profitable for them to buy machines, set them up in factories and hire people to work for them.

The goods which families had once made themselves, in their own homes--such as candles, clothes, shoes, etc.--came to be made in factories. Men were forced to sell their labor and work in those factories to get money to buy the goods which the family needed. Women, who had once been skilled craftswomen, owning the raw materials, and selling their own products, were also forced to sell their labor. But women did not sell their labor on the same terms as men. Women took responsibility for the work of keeping house and raising children. As a result, most women could only work outside the home when they were single, because of the large numbers of children who were born soon after marriage. Employers, therefore, came to view women as 'temporary' workers, paid them less, refused to train them, and used them only on the least skilled and lowest paying jobs. Often, employers used women against men, threatening to put women in men's jobs in order to lower the wages of the men.

Married women who worked at home were in an even worse position. The work that could be done at home was the least mechanized, smallest part of the factory process, such as hand sewing. Since there were always more women than there was work, the wages could be forced down. Also, since some married women could depend on their men for some support, they were in a position to work for less. In addition, the low wages which women were paid for their "home-work", could be used as a justification for lowering the wages of women, and then men, in factories.

Women Used As Cheap Labor

Cheap labor--usually that of women, especially immigrant women--was in great demand during the huge industrial expansion of the 1880s and the 1890s. Women, however, worked in only the lowest paying parts of industries which had once been predominantly women's work, such as textiles, clothing, cigars, paperbox and laundry operations.

Many women had only the skills which they had learned as housewives or farm hands to sell and were forced to work as domestic or agricultural labor.

New areas did open up for women after the 1870s. The sales "girl", the typist, and the telephone operator all were women. But often the pay was even lower than factories and the hours just as long or longer.

Women Start To Organize

Women's work always involved low wages, long hours, unhealthy conditions, and, often, seasonal work. These conditions made unions essential but difficult to organize. Early attempts by women to form unions were beset by problems of high turnover, glutted labor markets, fear, lack of money for strike funds and public opposition to women working at all.

Early attempts at organizing, in the 1870s and 1880s, were sporadic. For example, the Daughters of St. Crispin--an organization of women shoe-workers, formed in Lynn, Mass., in 1869--grew and fell in only a few years.

Many organizations were women alone. But some Unions formed by men began to admit women. In 1867, the cigar-makers admitted women, and in 1869, the printers allowed women to join. Some of these national unions began to recognize that the only way to keep employers from using women to lower men's wages was for men and women to organize together. In the 1880s, the Knights of Labor began to organize men and women together. But the organization itself was not long lasting. It was succeded by the American Federation of Labor which largely organized the skilled trades where there were few women.

Union Win at SCSC Cafeterias Ends Long Hunger for Justice

continued from page 1

question free from doubt." Based on this decision, elections were ordered for May 15, and the ballots impounded.

The company then argued that even if the 40 non-student employees had the right to Unionize, the 80 student part-timers should be denied that right. The Board ruled on August 22, that "There appears in the record ample evidence that there exists an employer-employee relationship between the part-time students and the employer and therefore the part-time students should not be excluded simply because they are students...."

Wilhelm said that "we are delighted to get this important and precedent-setting Labor Board ruling. It is too bad that it took so long to settle the issues, but we are glad that the final rulings came just as the dining rooms are getting ready to re-open for the new school year."

"We are very excited that the overwhelming majority of workers in both the under 20-hour and over 20-hour groups voted for the Union."

Far Reaching Effects

The Union leader said that the ruling is particularly significant because "food service employers all over the country have been engaged in a concerted effort for several years to exploit workers who are also students...and to exploit young employees generally." Wilhelm commented that this effort has taken two forms. First, employers, led by McDonald's Hamburgers, tried, through the Nixon administration, to get a sub-minimum legal wage for young workers. This effort has, so far, failed in its main goal, although the recently adopted Federal minimum wage law did enlarge some loopholes for paying lower wages to some student employees under certain limited conditions.

Second, Wilhelm said, employers have been trying to get the National Labor Relations Board to deny students who are also employees the right to Unionize, just as ARA tried to do in this case at the state level. He said the Local 217 has been fighting this effort before the NLRB as well as the State Labor Board, in a similar case involving a Macke Company concession at Fairfield University. "I am hopeful," he said,"that this State Board ruling will be helpful in the effort on the Federal level, although it doesn't in any way bind the national board."

Timex is a Place to Watch

by Debbie Anderson
Organizer with Local 217

On September 4, the employees of the Becker Food Service in Middlebury voted unanimously to organize into Local 217, Hotel and Restaurant Employees Union. These people work in the cafeteria of the Timex Corporation in Middlebury. The vote culminated an organizing drive that has gone throughout the summer.

This group was a first on three counts. One, it was the first in the Waterbury area to affiliate with Local 217, which represents about 1100 food and service workers in the Southern Connecticut area. Two, the election was unanimous which is another first, and three, it was the first shutout in the history of Local 217.

Election Victory No Surprise

The decision to join with Local 217 did not come as any surprise. The twenty-one people who are employed in the cafeteria have a disgracefully low pay scale and a total lack of fringe benefits. Women comprise two-thirds of the work force there, and most receive between $2.10 and 2.25 per hour.

Shabby Treatment from Timex

This shabby financial treatment by Timex, a huge, wealthy international corporation, is made even more shameful when contrasted to the large group of employees in the plant there. The others are represented by two unions and receive very good pay and benefits. It is an excellent illustration that good unions, rather than any "generosity" on the part of a corporation, are what help to bring decent lives to working people.

Conn. State Police Are Armed to Destroy

By Publius

When State Police Commissioner Cleveland Fussenich decided to increase the lethal power of his troopers' standard armament, it touched off a storm of controversy which has now become national. There were two aspects to the change; State cops have now been issued 357 magnum revolvers which are four times as powerful as the standard police .38 caliber and they are using, as standard equipment, hollow point bullets which flatten on impact, making a much larger hole in whatever they hit. Ballistics experts say the combination of the two makes state cops seven times as lethal as they used to be.

Fussenich attempts to justify his escalation of the police arms race by raising the theoretical possibility that under some circumstances someone trying to kill the trooper might be hit with a .38 but not stopped. A .357 magnum equipped with hollow point ammunition, on the other hand, will stop anybody whether it hits a vital organ or not. Fussenich also points to ricochet problems with conventional ammunition and contends that hollow points ricochet less and thus have less risk of causing damages to bystanders. But it is hard to take these contentions seriously since he points to no Connecticut experience at all in which either of these situations was a factor. Nor does a normally tight-fisted administration, such as Meskill's has been, generally spend large sums of money for theoretical reasons.

Why was the decision made

Under the circumstances, one must assume that the good Commissioner has not told us why he made the decision to officially sanction overkill. Fussenich, it should be remembered, is no pig; as police chiefs go he has been quite moderate. Why, then, has he decided to spend thousands of taxpayers' dollars by making the Connecticut State Police among the most heavily armed cops in the world?

We can only speculate. One rumor is that he had lost control over his men, that many members of the force were unofficially providing themselves with heavy armaments. But it is highly dubious that Fussenich could gain control by giving in to a power play. And it is terrifying to think that the Commissioner lacks the power to deal with unauthorized use by his troopers of especially lethal weapons.

Another possibility is that the State Police are gearing up for some future crisis of which they have more information than we do. That seems inherently unlikely, a feeling confirmed by the probability that there will be new and more restrictive guidelines on the use of force by the State Police.

Is it another bureaucratic blunder

Another possibility is that Fussenich fell for a line fed him by some fast-talking gun salesman, but his experience and general ability contradict that. What probably happened fits more with the blunder theory of history; somewhere in the bureaucracy a decision was made, under unknown pressures, and nobody thought about the implications in any serious fashion until the money had been committed. I would guess that Cleveland Fussenich knows he made a serious mistake. And I'll bet he's scared stiff about what will happen when one of his troopers shoots someone. He should be.

Time to stop it before it's too late

But the time to stop this nonsense is before that happens. It will be cold comfort later. To date, Fussenich has refused to budge. The Connecticut Civil Liberties Union has asked Connecticut Congresspeople to introduce legislation banning at least the hollow-point bullets. But to date no such bill has even been introduced, and even the CCLU hasn't come up with a way to get the issue decided in court. It looks like a long haul.

In the meantime, treat your friendly state police officer with great courtesy, even if he doesn't deserve it.

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City Conference Examines Poverty

Lucy Adelman

Ida Lubins, Assoc. Professor at Univ. of Conn. School of Social Work, doscussed the widening gap between women and men's earnings in "Does 'women's' work cause Poverty." This was just a part of a conference entitled "Perspectives on Poverty" presented Sat. Sept. 21st at the Yale Divinity School and sponsored by the Welfare Moms, the Urban League, the conference of United Church of Christ and by a grant from the Conn. Humanities Council.

school notes

Survey Will Look for New School Ideas

by Ruth Klein

For the first time in New Haven someone is making a systematic effort to ask the people directly how they feel about schools and what changes they would like. Of course the project has the usual trappings--government funding, a proper questionnaire, supervision by university sociologists. But the reason behind it, and the people who started it, make it a little different.

The Community Survey on Educational Options (as the project is called) is an outgrowth of the work of the Community Planning Council for Educational Alternatives (CPCEA). This group was established two years ago (again, with government funds) by the school system itself. But is has been run by a staff drawn from parents of children in the public schools, it has worked closely with PTA and councils, and it has tried at various kinds of meetings to involve other parents. Along with a deplorable history of mediocre education, New Haven also has a good record of starting innovative school programs. While the best known of these is the High School in the Community, other smaller experiments exist in various schools around the city. Some parents have felt very comfortable about working with CPCEA, in the expectation that their efforts could support and keep alive this aspect of schooling in the city.

Alternatives Mean Choice

The word "Alternatives" is applied to every possible kind of program or technique not regularly used in the schools. It may mean a city-wide system of vouchers; or a bilingual class; or a storefront for potential dropouts. Implied in the word is an element of *choice:* a chance for each parent and student to select the school or program that provides the education that comes closest to the particular family or group's expectations. But in order to have choice, the programs must be available, and people must know about them.

CPCEA, together with Don Davies of the Institute for Responsive Education, decided to work out a way both for letting more people know about the available alternatives and for involving broad levels of the community in evaluating the present programs and suggesting additional ones.. Once the idea was conceived, CPCEA joined with Yale's Institution for Social and Policy Studies for funding and implementation.

Survey to Go to the People

The Community Survey, which will take most of the school year to complete, has engaged fifteen community people, for fifteen different sections of the city, to help in devising a questionnaire. This core "community staff" will in turn find and train 120 people in the community to go out and speak with over a thousand people in the city.

The questionnaire itself will be worked out to allow people to give complete responses (more than "Agree," "Disagree," "No opinion") and to fully state their reactions to existing and potential schooling. Further training of the community staff will be concerned with insightful evaluation of the completed questionnaires, so that the final report of the project can be used to lead New Haven in the direction of educational programs of real value to its people.

At the very least, a hundred or so more people will begin to think about what education *could* be. Hopefully they will become involved enough to influence the school administration and the Board of Education.

NOTE: If you think you might be interested in being an interviewer for the Survey, drop me a postcard c/o **Modern Times** with your name and phone number. I will gladly forward it to the Survey office.

on the job
Organizer Helps Nurses Cure Job Ills

by Betsy Gilbertson and
Renee Poitier

Since July, I have been working as an Economic Security Program Staff Representative for the Connecticut Nurses' Association(CNA). CNA represents the professional interests of registered nurses in the media, the legislature, and in collective bargaining.

The Economic Security Program is the collective bargaining department of CNA. It has a staff of 3 full time people (all RN's) including me. We negotiate contracts, process grievences, help nurses organize new collective bargaining units, and are generally available to help our members deal with problems related to the terms of their employment. CNA represents about a thousand nurses, who work in hospitals, public health agencies and nursing homes.

Although CNA has had an Economic Security Program since Connecticut's labor law was extended to cover hospital employees in 1967, in most states collective bargaining for nurses is unknown. Connecticut's law is exceptional;until the National Labor Relations Act was amended in August, most hospital workers did not have the protection of labor laws, and consequently were not organized. Under the protection of Federal law, organizing of all health workers, including nurses, is going to increase dramatically.

Even in Connecticut, the notion of collective bargaing is relatively new and unfamiliar to nurses. I was hired primarily to orgainze, that is to get the word out that CNA offers collective bargaining services, and to help nurses who are trying to form a unit .

Questions Anwered

I spend a lot of my time talking with small groups of nurses, telling them about CNA and anwering their questions about what it means to have a contract. Some typical questions are:what happens during negotiations?What is the grievence procedure? What will be different if we have a contract? Who decides what the contract says? Will the hospital take away benefits we have now if the CNA comes in? To learn how to respond to these questions, I have observed negotiations, attended grievence meetings, and participated in the day to day work of the Economic Security Program.

In addition to answering questions, I also write literature desribing the CNA, and act as a link between nurses interested in organizing and nurses already under contract.

I became a staff representative for the CNA because, in my own work as a staff nurse, I found that my role as an employee made it impossible for me to control working conditions that determine whether I could give good nursing care. I concluded that nurses must act collectively in order

Nick Heyer

Betsy Gilbertson.

to meet our professional goals.

Students Give Individualized Care

The transition from student nursing to staff nurse is disheartening for almost every new graduate. As students, we learn to give total, individualized care. We make nursing care plans for each patient to meet both physical and psychological needs, assess the family's need for emotional support, co-ordinate post-discharge referrals, and so on. When we become staff nurses, we are forced to give only basic care-what else can you do when you and an aide are responsible for thirty or more acutely ill patients? Nursing as a staff nurse also usually involves performing many non-nursing functions, such as answering the phone, filling out forms and looking for equipment, all of which take time away from giving comprehensive patient care.

Collective bargaining is also a tool for dealing with nurses' economic problems. Without a contract, employers can arbitrarily set wage scales and fire nurses at will. In unorganized hospitals it is not uncommon for nurses who have worked someplace for years to make less than some one with less preparation who was just hired. Individual nurses have no way of correcting injustices like these.

In the past, nurses have been reluctant to speak out about their economic needs. Hospitals are charitable institutions and nurses have been educated to perceive militance in their own interest as unprofessional. I think our reluctance has been compounded by our socialization as women-we are brought up to get our emotional rewards through the success of others(husbands and children), and to feel guilty about insisting that our needs be met.

Now things are beginning to change. Increasingly nurses are demanding a voice in decisions that affect the quality of patient care where they work, and they are unwilling to accept low salaries and arbitrary personnel policies.

The annual turnover rate for staff nurses who work in hospitals is approximately seventy(70)percent. The average new graduate stays on her first job only six months. She does not leave nursing, she just tries another job in hopes of finding something better. These figures are much higher for nurses than for other female dominated professions. I think that collective bargaining is the best means staff nurses have for working towards the kind of changes that will be good for them,for this profession, and ultimately, for the patient.

I really enjoy working for the CNA and being a part of the changes taking place in nursing.

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